Scorecards

E Human Resources

7 No filter		lter	DHR Strategic Objectives							
Rec	ruit, [Devel	op and Retain Diverse and Competent Workforce (50%)	%)						
8	ΔΨ		Name	Actual	Target	Variance	Variance %	Time Period		
•	A		Average Days to Refer All Candidates	9	30	-21	70%	Jun FY 09		
•	4		Average Days to Refer Senior Management	42	120	-78	65%	FY 09 Q1		
•	₩	<u></u>	Number of Leadership Training Hours	52	46	6	13%	Jun FY 09		
	₩	<u></u>	Number of Supervisory Training Hours	21	72	-51	71%	Jun FY 09		
•	₩		Number of Employee Complaints Received	5	8	-3	38%	Jun FY 09		
•	Δ		Percent of Exit Interviews Returned	48%	20%	28%	140%	FY 09		
•	-		Percent of Civil Service Board Appeals Not Granted	86%	65%	21%	32%	Jun FY 09		
Evaluate and Reward Competent Employees (20%)										
88	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period		
\Diamond	₩	<u></u>	Percent of Employees Evaluated	93.3%	100.0%	-6.7%	6.7%	FY 08		
	-		Percent of Unacceptable Ratings	0.5%	5.0%	-4.5%	90.0%	FY 08		
	-		Percent of Needs Improvement Ratings	0.9%	10.0%	-9.1%	91.0%	FY 08		
•	A		Percent of Effective Ratings	48.4%	50.0%	-1.6%	3.2%	FY 08		
	-		Percent of Highly Effective Ratings	41.7%	20.0%	21.7%	108.5%	FY 08		
	-		Percent of Outstanding Ratings	8.5%	15.0%	-6.5%	43.3%	FY 08		
	A		Number of Training Sessions	15	24	-9	38%	Jun FY 09		
Promote Wellnes and Work Life Balance (20%)										
8	ΔĄ		Name	Actual	Target	Variance	Variance %	Time Period		
•	A		Percent Increase in Healthcare Costs	2.2%	10.7%	-8.5%	79.4%	FY 09		
•	₩		EAP Utilization Rate	5.7%	5.0%	0.7%	14.0%	FY 09		
Dev	elop I	High (Quality HR Professionals (10%)							
8	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period		
•	A		Percent of HR Professionals with National Certifications	73%	60%	13%	22%	FY 09		
Report Employee Leave Balances (0%)										
8	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period		
B			Accrued Sick Leave Taken	42,080				Jun FY 09		
•	Δ		Number of FMLA Requests Approved	14	56	-42	75%	Jun FY 09		
ß			Number of Employees with Maximum Annual Leave Balances -FUTURE METRIC					Jul FY 10		

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7 No filter											
8	ΔØ		Name	Actual	Target	Variance	Variance %	Time Period			
B			Number of Employees with Maximum Comp Time Balances -FUTURE METRIC					Jul FY 10			